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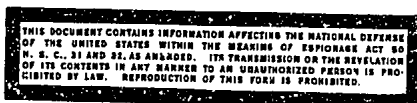
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CZECHOSLOVAK WORKERS' ENTERPRISE FUNDS

[Summary: The following article was written by Emil Vojanec, deputy to the National Assembly and deputy chairman of the Central Trade Union Council. It discusses the source, proper use, and political and economic significance of the workers' enterprise funds which are set up in factories for the welfare of the workers on the basis of factory agreements.]

In many factories the significance and purpose of the section on workers' enterprise funds in factory agreements is not fully understood. In some factory agreements, this important paragraph is dealt with either in a few vague and general sentences, or concretely, but with little understanding of the purpose of the enterprise funds.

The spirit of this paragraph in some factory agreements goes about like this: We shall receive some money and we shall divide it up. There is doubt that the enterprise, plant directors, and the factory councils of these plants are able to provide the workers with a proper explanation of the importance and purpose of the workers' enterprise funds. Certainly, they have not thoroughly understood that the funds are a medium through which the interest of the workers in the proper management of the enterprise is increased.

In factories where the workers, both individually and collectively, fulfill or exceed the production goals and the accumulations plan, the funds resulting from planned profit and, at the end of the year, from profits from the alternate plan (also known as the superplan), will be available for improved welfare for the workers. The enterprise funds are thus a proof that the workers have control over the improvement of their own living standards.

The better the enterprise is managed, the more money is made available for the fund to increase the workers' welfare. If the factory councils and the enterprise management understood these facts fully, they would try to express in the factory agreements the purposes for which the money will be spent and the amounts to be spent. General statements such as that the funds will be

- 1 -

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used according to directives cannot be understood by any worker, and for this reason, in such plants, the workers' enterprise funds will meet their goal only with considerable difficulty. This situation must be improved as soon as possible by acquainting the workers with the plan and budget of the workers' enterprise funds.

Some factory agreements reflect a failure to understand the significance of supporting socialist competition. The sums devoted to this purpose are particularly small in contrast with other allotments and are sometimes insignificant. From 25 to 50 percent of planned profits may be allotted to rewards for the best workers or groups of workers. For this reason, it would be wrong not to use the factory agreement to interest the workers in the fulfillment and overfulfillment of production plans.

In certain agreements, the personal interest of individuals in the enterprise funds is apparent; for example, in the support of fishing and hunting groups in factory clubs. The workers' enterprise funds must not be used to purchase hunting rifles and ammunition for a few individuals. It is good for the workers to devote themselves to these sports, but the expenses connected with them may not be met by the workers' enterprise funds.

Nor may the workers' enterprise funds be used to contribute to the operation of factory nurseries, kindergartens, rest homes for youth, factory dining halls, etc. These should be taken care of by the factory administrations and by the individual employees. However, contributions may properly be made from the workers' enterprise funds to improve the equipment of these establishments. Even a small improvement will bring about great happiness. The happiness of the children will be the happiness of the workers. Contented parents will work more happily when they see how well their children are taken care of. The same is true of cultural and physical training equipment in plants.

The workers' enterprise funds may properly fulfill their task only if it is absolutely clear to all workers what they are to be used for. For this reason, the factory councils may not work in isolation on the question of the workers' enterprise funds but must work in close cooperation with the workers. They will make perfectly clear to the workers the political and economic significance of these funds. This is particularly important in those enterprises where the plan is not being exceeded, and where, as a result, the quarterly advance against planned profit will not be paid to the workers. If initial delays in the fulfillment of the plan are made up, the plan may yet be fulfilled and the situation corrected.

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- 2 -

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